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Salaries and Tenure of Professional Planners:

1979

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Salaries and Tenure of Professional Planners: 1979

This report on salaries of professional planners continues the series produced periodically by APA since 1949 (annually since 1959). While in previous years reports have usually surveyed data on budgets, staff, and salaries paid by public planning agencies, this survey reports on salaries paid to planners working in a variety of employment situations. The questionnaire is almost identical to that of PAS Report No. 329: *Salaries and Tenure of Professional Planners: 1977*. Because the data include planners in both public and private sectors and are based on groupings of individuals rather than agencies, we believe the data are both more comprehensive and more reliable than that for the reports that surveyed agencies.

This report contains eight tables and three charts showing current figures and trend analyses of professional planners' salaries and tenure. Data on minority groups and women have been included.

The questionnaires used to gather the data for this report were mailed in May 1979, to 13,231 professional planners in the United States and Canada, all of whom were members of APA. A total of 5,023 responses was received, of which 213 were unusable for a variety of reasons, giving an effective response rate of 36.3 percent. The report provides current income data; i.e., we asked for annual professional salary or earnings as of January 1, 1979, including, whenever applicable, anticipated 1979 bonuses or profit sharing. Given the source and high response rate, we believe the results represent a good cross section of those employed in the United States and Canada.

The questionnaires were to be completed by people for whom planning is a full-time occupation and source of income. The questionnaire was not to be completed by students or those whose relationship to planning is only through appointment (e.g., a member of a planning commission), election, or general interest, or by planners not now actively practicing full time. The data in this report are analyzed under several categories. First, planners are classified according to their main employer or main source

of income. Public agency employment is in turn classified according to the population of the jurisdiction. Third, planners' salaries are classified according to professional achievement: the highest degree attained and the number of years of experience. Planners' tenure within their agency is correlated with the number of levels within the agency and the level reached at present by the respondents. Finally, Table 1 includes a regional breakdown. For the United States, we followed the geographical categories used by the U.S. Bureau of the Census; all Canadian agencies are grouped together. The regional categories, the states that comprise them, and the percentage of responses received are as follows:

Regional Breakdown of Planners

1. New England 6%
 - Connecticut
 - Maine
 - Massachusetts
 - New Hampshire
 - Rhode Island
 - Vermont
2. Middle Atlantic 12%
 - New Jersey
 - New York
 - Pennsylvania
3. South Atlantic 21%
 - Delaware
 - District of Columbia
 - Florida
 - Georgia
 - Maryland
 - North Carolina
 - South Carolina
 - Virginia
 - West Virginia

4. East South Central 4%

Alabama
Kentucky
Mississippi
Tennessee

5. East North Central 17%

Illinois
Indiana
Michigan
Ohio
Wisconsin

6. West South Central 6%

Arkansas
Louisiana
Oklahoma
Texas

7. West North Central 5%

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

8. Mountain 7%

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

9. Pacific 18%

Alaska
California
Hawaii
Oregon
Washington

10. Canada 3%

USING THE DATA

The activities of planners and the organizations they work for defy easy comparison and classification. There are wide variations in the functions performed, in organizations and their administration, and the way such data as population, employment figures, and qualifications are reported. A questionnaire survey, by its very nature, cannot report all the special cases and inconsistencies that exist. Data must be reported in consistent ways and grouped for comparison. In most instances, the number of respondents is shown to give users a basis for deciding the data's reliability. To improve accuracy and consistency, we dropped small groupings (any categories where fewer than three people responded) where individual responses

may have substantial skewing effects. Care should be exercised in using these data: they should be used as guidelines, relative comparisons, and rules of thumb, rather than as absolute measures. Whenever appropriate in the analyses of the data, there is a discussion of the factors that may have affected the results, and these caveats should be kept in mind when using the data.

Finally, except where indicated, the data in this survey should be compared to similar data from previous APA surveys only with great caution. In the past, with the exception of the 1977 survey, the data were collected for public planning agencies only, and the questionnaires were answered by different respondents than those contacted this year. However, comparisons of data from this year's survey with similar data from the 1977 survey should be quite reliable, since the two survey questionnaires were substantially identical.

REGIONAL COMPARISONS

Table 1 reports the median planners' salaries classified according to the highest degree attained by the planners, years of experience, and the region in which they are employed. The qualifications of degrees and experience are displayed separately and in combination. Column 1 of the table is a summary of all jobs in that degree/experience category. (It should be noted that the total response in that column is 4,852, while the total of responses from the separate regions adds up to 4,837; the difference is because 15 respondents omitted the region response from their questionnaires.)

Comparisons with the 1977 report may be made. As in that year, Canadian planners continue to earn the highest salaries. The "average" Canadian planner earns \$28,500; the "average" American planner, \$19,900. The "average" salary of all respondents this year is \$20,000; in 1977, it was \$19,500—an increase of 2.5 percent in two years.

This figure—a 2.5 percent median salary increase over two years—may be understated as a result of differences in the data bases of the two surveys. The 1977 survey had a greater proportion of respondents with more experience, and thus higher salaries. For example, in 1977, 19 percent of the respondents had 11 or more years experience, as compared to 10 percent of the respondents in 1979. The higher proportion of more experienced planners—and thus more highly paid planners—who responded to the survey in 1977, skewed that survey to a relatively high median income.

Another way to analyze the increase in income earned by planners since 1977 is to compare 1977 and 1979 salaries in the comparable years of experience categories. Table 9 lists the median income earned by groups with corresponding years of experience for both surveys. The percentage increase is listed in the third column. For example, the increase in income for planners with one year of experience increased from \$12,720 in 1977 to \$14,000 in 1979—an increase of 10 percent.

In the United States, planners who work in the Pacific Coast states still continue to earn the highest salaries, a median of \$23,000. The lowest paying regions are the East South Central and New England, the same areas as in 1977. Overall, two regions are above the U.S./Canadian median, four are the same, and four are below.

EXPERIENCE AND DEGREES

Salaries are still directly related to years of experience. Degrees, on the average, have no clear effect on them, although Ph.D.'s do start with higher salaries and generally remain higher. There is little correlation, if any, between degree attained and salary earned, since a large number of planners with no degree—or with only a bachelor's degree—entered the field years ago and thus have some of the higher paying jobs. For example, the median income of planners with no degree is \$2,000 higher than the median of those planners with a master's degree in planning. However, this discrepancy between degree attained and salary earned should gradually phase out because planners with no degree are no longer entering the field.

An overwhelming proportion of planners (97.5 percent) have a degree of some kind; 42 percent have an MCP; 20 percent have an M.A. in another field; 20 percent have a B.A. in a field other than planning; and five percent have a Ph.D. Those with an MCP and those with an M.A. in other fields earn just about the same salaries, regardless of experience, so there appears to be no premium for an MCP. The two years of experience after a bachelor's degree generally is considered equivalent to an M.A. for salary purposes, and there seems to be no financial benefit from continuing on for a master's. An entry-level planner with a master's degree can expect to earn between \$14,000 and \$16,000, however, as compared to the \$10,000 to \$11,000 that a planner with a bachelor's degree can expect.

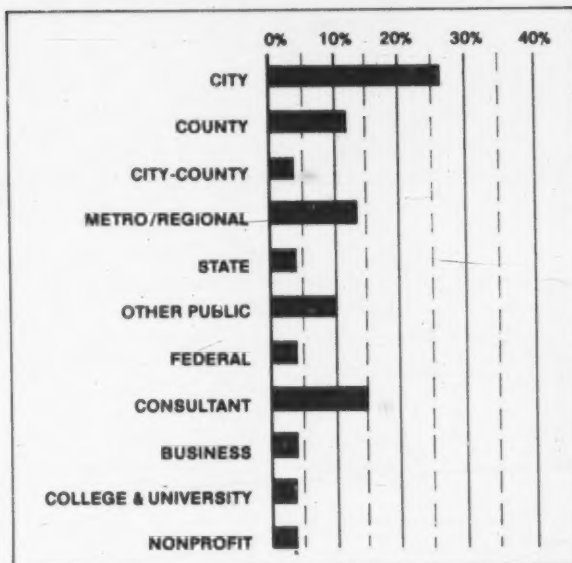
COMPARISONS BY TYPE OF EMPLOYER

Table 2 is similar to the preceding table; it correlates degree and experience with employer instead of region. Column 1 is the same on both tables. Again, the discrepancy between the total of this column and that of all the employer types exists because not all respondents indicated their employers.

Five of the 11 employer categories are at or above the median salary of \$20,000 and significantly higher than the others. These five are federal, consultants, business, colleges and universities, and nonprofit. At equivalent levels of experience, federal employees earn \$2,000 to \$11,000 more per year than those who work elsewhere and usually more than planners in the private sector. In the local public sector, city planners earn, on the average, about \$1,000 more than their counterparts with equivalent levels of experience in the county, joint city-county, and metropolitan and regional categories. Consultants have earnings from \$1,000 to \$5,000 or higher than the median on all but one level. Holding the levels of degree and experience constant (the bottom row—"All positions"), planners employed by county, joint city-county, and metropolitan and regional agencies earn the lowest salaries, while those employed by private business other than consultants, the federal government, and consultants, earn the highest—\$24,500, \$24,079, and \$23,000, respectively.

Twenty-six percent of the responding planners work for city agencies, as Figure 1 shows. Fifteen percent are consultants, 13 percent work for metropolitan and regional agencies, and 12 percent work for county agencies. The

FIGURE 1. WHERE PLANNERS WORK, BY PERCENTAGE



remaining six groups—city-county, state, federal, business, college and university, and nonprofit—each employ four percent of the planners.

As a group, public agencies—including federal, state, provincial, and other, unspecified public agencies—employ 73 percent of all planners responding. The remaining 27 percent work for consultants, businesses, nonprofit organizations, and colleges and universities.

SALARIES OF PUBLIC AGENCY PLANNERS

Data for planners working for public agencies are shown in Table 3. Planner's median salaries are presented according to the population within their agency's jurisdiction and are correlated with degree and experience. This public agencies category is comprised of all city, county, joint city-county, metropolitan and regional, state, provincial, and other unspecified public agency employees; planners who worked for federal agencies are not included.

Not surprisingly, the larger the agency is, the higher the median salary paid; however, the difference between top and bottom medians is only \$3,000. This trend has been noted in past APA surveys. Larger agencies also tend to pay more at equivalent levels of experience and for the same degree, but, again, this varies within a fairly narrow range.

MINORITY AND WOMEN PLANNERS

In Table 4, the median salaries of planners, arranged according to sex and minority group, are correlated with degree and experience. "Majority" means nonminority men and women. Of all the respondents, 84 percent are men and 16 percent, women. Two years ago, women comprised 10 percent of all the planners.

Although there has been an increase since 1977 in the proportion of women planners, there has been little

change in the proportion of minority planners. Minorities comprise 5.5 percent of all planners. In 1977, minorities comprised 5.3 percent. Of these minorities, 2.4 percent are black; .7 percent, Mexican-American; .1 percent, Puerto Rican; 1.7 percent, Asian-American; and .4 percent, American Indian.

Salaries at equivalent years of experience appear to be the most useful basis for assessing the equity among the groups, given the relatively small number of minority-group members responding; comparison by degree only is less useful because both women and minorities tend to have fewer years of experience. Whereas the overall median salary for all women responding is \$17,600 compared to \$20,775 for men, the deviation at equivalent levels of experience is less. Women, on a percentage basis, have fewer years of experience, and, therefore, their overall salaries are lower.

Some previous salaries have shown that the differential between men's and women's salaries increased with experience. The present survey shows that this is the case in only two categories: those with a bachelor's degree in

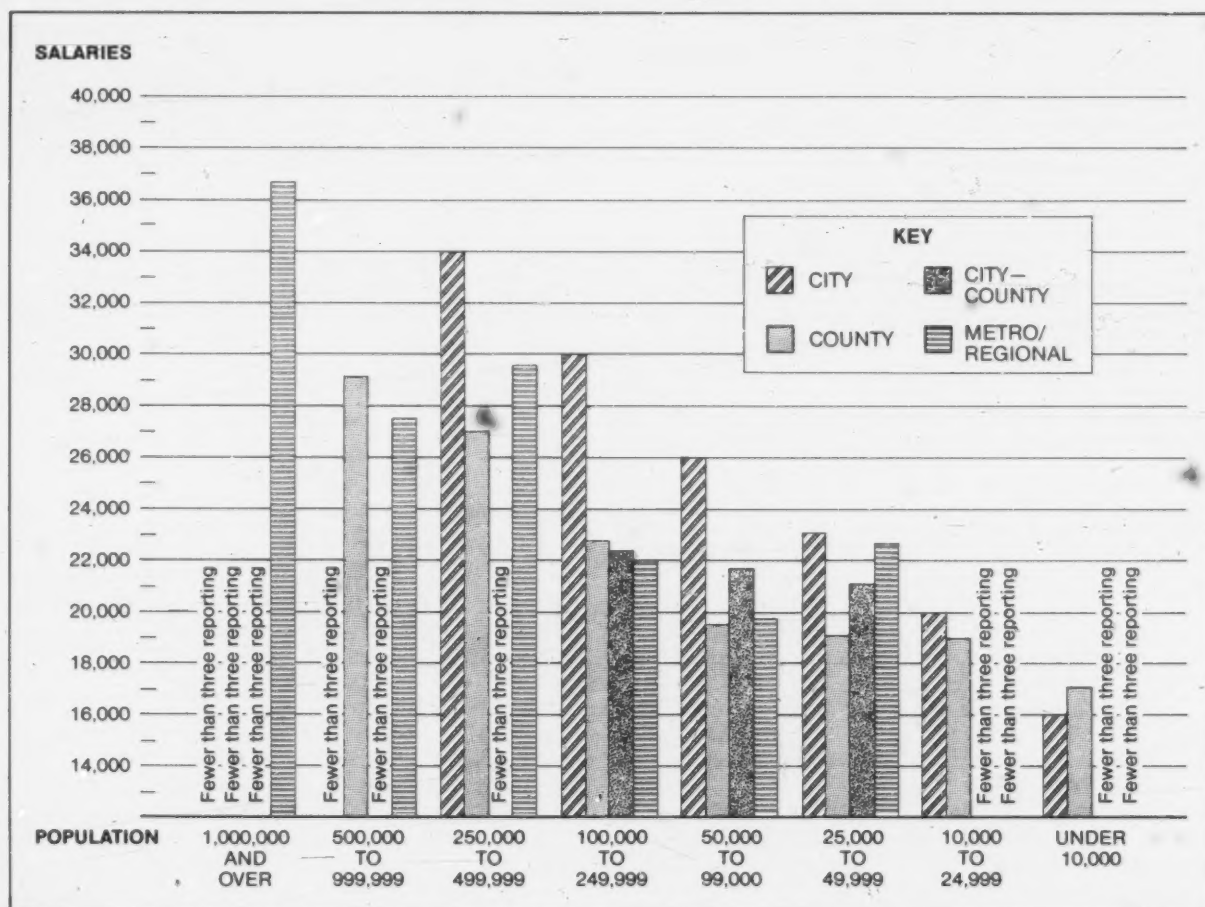
another field and those with a master's degree in planning.

The salaries of blacks and other minorities at equivalent levels of experience are very close, showing no difference. The \$980 differential in the median black planner's salary as compared to the overall median is explained largely by the fewer years of experience of black planners. This variation in median salary has decreased since 1977, dropping from a \$2,100 differential in that year.

Using the data in Table 4, we derived an additional table, Table 5, comparing degrees held and years of experience attained by men and women and by members of majority and minority groups. This table shows that both women and minority planners have a significantly higher percentage of MCP degrees than planners, generally. This may be explained by the more recent entry of most women and minorities into the planning field and the increasing reliance on the MCP as the entry requirement.

Also, women are congregated at the lower number of

FIGURE 2. MEDIAN ANNUAL SALARIES OF PLANNING DIRECTORS OF LOCAL AGENCIES, BY JURISDICTION AND POPULATION GROUP



years of experience. Whereas 35.9 percent of all planners and 34 percent of male planners have had four or fewer years of experience, 57.3 percent of women are in this group.

DIRECTORS' SALARIES

As in the past, this year's survey contains extensive data on the salaries of agency directors. In Table 6, the salaries are arranged according to the type of employer and, for public agencies, jurisdictional population. "Director" includes every respondent who claimed to be in the highest level in his or her agency (21 percent of the respondents). We did not include "directors" of federal agencies, other industries or businesses, and colleges and universities, for obvious reasons. In the table, the twenty-fifth and seventy-fifth percentiles correspond, respectively, to the first and third quartiles; the median is the second quartile.

As in 1977, there remains a generally direct correlation between directors' salaries and the size of the population served by the agency. Second, within the categories of city, county, joint city-county, and metropolitan and regional agencies, cities still pay the highest salaries. (See Figure 2.) The median salary of all directors is \$22,025, which is brought up by the \$28,000 median of the 189 responding directors of consulting firms (19 percent of the total number of directors responding).

TENURE

Tables 7 and 8, showing the tenure of planners according to employer, population, and position level, are the only nonsalary tables. Although we printed positions in 10 levels, we used data for 12 levels, and these are calculated into the total for all positions in Table 8.

Table 7 reflects a very definite trend that has been noted in past surveys—namely, that both the number and percentage of planners decrease in each category as the length of time increases. A breakdown of agencies into separate jurisdictions reveals this same prevailing trend.

The median length of service of all planners is 2.9 years compared to 3.3 years in 1977, and 2.5 years in 1971. For nonlocal public agencies, planners who work for colleges and universities tend to stay on the job the longest—4.6 years. Decreasing tenure is found, respectively, for the federal government, states, consultants, other industries and businesses, and nonprofit groups. Among local public agencies, there is no significant difference among planning agencies, although planners who work for nonplanning local agencies have less tenure.

If it is assumed that the number of levels increases with agency size, the data in Table 8 confirms the findings in Table 7—namely, people tend to stay with large agencies longer than with small agencies. The tenure of directors (level one) is higher than the median for all planners. Thus, it appears that planning directors remain on the job with large agencies longer than with small ones.

TABLE 1. MEDIAN PLANNERS' SALARIES, BY QUALIFICATIONS AND REGION

QUALIFICATIONS	ALL POSITIONS	NEW ENGLAND	MIDDLE ATLANTIC	SOUTH ATLANTIC	EAST SOUTH CENTRAL	EAST NORTH CENTRAL	WEST NORTH CENTRAL	WEST SOUTH CENTRAL	MOUNTAIN	PACIFIC	CANADA
DEGREE ONLY											
NONE	121 22500		10 24000	25 20600	8 22600	15 19700	8 21000	9 22500	13 24000	17 21600	17 26000
B.A. PLANNING	454 17000	12 15000	29 15200	79 15000	21 14900	104 17050	34 17500	13 15500	35 15700	112 20244	14 24145
B.A. OTHER	955 20000	49 18000	84 19450	171 18000	21 17200	160 18525	98 20000	74 18500	77 20000	196 24714	24 28310
M.A. PLANNING	2055 20000	157 18600	314 19225	465 20000	92 18605	279 19000	137 18000	116 19000	111 19000	300 22500	78 29500
M.A. OTHER	983 21000	64 18000	99 23000	179 21000	49 18300	172 20000	73 20000	70 21700	65 20502	186 24000	21 29000
LAW	38 25000	4 21375	5 28000	5 24500		4 23750			4 20150	11 27000	
PH.D.	204 24000	13 22000	15 27000	58 24000	7 23000	37 25000	10 23000	13 20000	13 25000	31 25000	6 36000
EXPERIENCE ONLY											
-1	86 13875		10 12750	21 12332	5 10690	21 15000	4 12750	4 15913	4 15400	14 13350	
1	232 14000	17 14000	26 13100	44 13892	8 13900	44 13438	27 13440	16 14150	23 14484	23 15000	3 17500
2	419 15000	26 14300	59 15000	90 14992	23 15000	66 15500	34 14574	32 15730	23 15000	60 16000	5 27000
3	473 16400	36 16140	51 16000	86 16744	28 15180	85 16000	35 16250	35 17000	39 16100	64 17500	13 19000
4	525 18000	37 17000	58 17450	98 17342	24 17900	98 17500	53 18600	32 19040	31 18000	72 19780	22 23395
5-6	936 20000	42 18910	102 20000	213 19057	36 18550	147 20000	73 19400	59 20000	61 20000	179 21436	20 25500
7-8	662 22222	50 19550	70 21150	149 21900	28 20609	79 22000	48 21150	48 22464	43 23000	126 23485	19 28000
9-10	494 24525	34 21000	43 23000	107 24696	12 19762	72 23200	25 24800	28 24775	37 25000	120 25682	15 34000
11-15	499 26000	30 21557	67 25000	92 25000	19 24000	96 25000	29 24400	23 26280	28 27428	93 27800	21 31000
15+	484 30000	26 22600	70 28277	84 30000	16 28000	63 29600	34 29250	20 28726	29 29000	102 30000	40 39250
DEGREE EXPERIENCE											
NONE	-1										
	1										
	2										
	3										
	4										
	5-6	12 16625				3 17500					
	7-8	10 20514							3 24000	3 19728	
	9-10	15 20088			4 17513						
	11-15	29 24000			7 21400		4 22023		5 22968		5 50000
	15+	51 25600		5 26250	10 23075	4 25712	6 22350	4 23068	4 23750	3 25600	8 27090
B.A.	-1	12 10860			4 11513						
PLANNING	1	38 12690			5 10908						
	2	62 13150		5 11900	17 12700	4 12750	12 13042	4 11611		6 14300	6 12924
	3	48 15000		5 13500	9 14200		10 13650	5 14040	3 11880	4 13362	12 14700
	4	52 16375	4 15000	4 13400	6 15187	6 16200	7 14510			6 14883	15 15500
	5-6	85 18000		4 18750	17 16500	3 16000	16 16750			3 15700	8 21500
	7-8	53 21300		4 22000	8 21000		16 17980	8 18000	3 15500	8 20000	23 19800
	9-10	48 24170			5 22500		14 22500	5 20560	4 16900		15 21655
	11-15	35 25000			5 22500		10 23250			5 26000	22 25490
	15+	21 28617	3 15600	3 21650	8 22500		13 26000	3 20000			6 27982
B.A.	-1	16 11014					4 28396	3 28500		4 33500	
OTHER	1	33 12000				3 10176					4 12600
	2	53 13600	3 15500	5 10800	4 9838	8 13000	4 12500	4 11500	3 10000	4 13750	
	3	73 15090	8 13875	3 14709	9 13104	6 13000	3 14546	7 14100	5 14000	10 15300	
	4	76 16650	3 19200	3 15100	12 14750	17 15967	9 17326	7 14000	6 17325	6 15800	
	5-6	164 18144	7 18000	12 18650	14 15350	20 15600	9 18200	8 17000	6 18800	9 18400	3 18000
	7-8	131 20000	6 18800	11 20000	33 16848	4 13500	26 17450	19 19000	10 19250	14 18292	35 21000
	9-10	105 21924	8 18575	6 19600	27 20000	4 19950	19 18500	15 21000	10 19100	11 20460	26 23000
	11-15	148 24000	7 21300	20 23168	26 21593		19 21000	9 23500	6 20962	9 20200	20 24300
	15+	156 29865	6 23860	14 24500	20 22669		22 22850	15 24400	10 23780	8 26450	39 27800
					24 28099	3 27000	20 29128	15 30000	10 28726	13 31000	43 30000

(CONTINUED)

TABLE 1. CONTINUED

QUALIFICATIONS		ALL POSITIONS	NEW ENGLAND	MIDDLE ATLANTIC	SOUTH ATLANTIC	EAST SOUTH CENTRAL	EAST NORTH CENTRAL	WEST NORTH CENTRAL	WEST SOUTH CENTRAL	MOUNTAIN	PACIFIC	CANADA
M. A. PLANNING	-1	40 14113		5 14000	12 12666		11 15520				6 14700	
	1	136 14500	12 14020	18 14040	32 14100	6 14150	19 14500	17 14000	9 16104	11 14484	8 16900	3 17500
	2	211 15500	14 14500	37 15000	41 15439	9 15000	36 15825	18 15000	20 16015	9 16548	25 16500	
	3	255 17000	22 17600	35 16000	47 18000	17 16600	38 16000	22 16100	21 17000	17 17347	27 18600	8 20500
	4	266 18500	19 17000	41 17600	54 18000	11 18000	38 18000	22 19350	14 19040	16 18216	38 19530	12 23750
	5-6	405 20210	19 20000	61 20000	107 20000	15 20795	54 20350	22 19950	23 21000	20 19622	72 21684	11 28000
	7-8	268 23000	25 20000	38 21400	71 23087	13 20500	22 23318	15 23000	15 24000	15 22000	44 24000	9 28100
	9-10	168 25000	18 24000	20 23000	39 25000	7 20340	17 24500	5 24000	7 24549	10 25525	35 26000	10 35122
	11-15	162 26429	14 24155	31 26350	38 25175	9 28440	26 26614	7 23000	5 26280	6 29500	20 27500	6 35250
	15+	144 30000	13 24000	28 29177	24 33000	4 31500	18 30000	7 30000		6 30000	25 32000	17 39000
M. A. OTHER	-1	11 15600					3 13800				3 14000	
	1	19 15100					3 13100			3 16192	3 15000	
	2	67 15892	5 14600	7 19000	17 16000	5 12800	11 15500	8 14650		3 15400	7 19000	
	3	86 16794	5 16280	7 17000	17 16788	5 13200	21 16000		5 18396	8 16000	15 19000	
	4	111 18300	9 17500	10 18833	14 15662	5 18016	22 18400	18 18600	8 18500	6 18804	16 20000	
	5-6	225 20000	14 18180	22 20798	43 19700	11 16500	40 20000	20 20350	17 19920	17 20100	39 22500	
	7-8	164 23000	14 18978	13 23800	36 22000	10 21750	18 23500	10 20446	16 23500	11 23800	29 25000	6 30500
	9-10	126 25100	6 18861	11 24500	22 29000	6 28750	23 23421	7 24800	13 26000	7 26500	35 27000	3 28200
	11-15	90 27250	6 20500	10 29000	11 32000	21 24000			5 37800	5 28300	21 28500	
	15+	84 30000		17 31000	17 38000	4 26000	10 29000	4 24350		5 28800	18 28090	6 39072
LAW	-1											
	1											
	2	4 15422										
	3											
	4	3 21000										
	5-6	5 19500									4 19250	
	7-8	4 26000										
PH. D.	9-10	8 25000								3 25000		
	11-15	5 24000										
	15+	7 35000										
	-1	6 18750			3 19500							
	1	5 16500										
	2	21 20000			6 19750		3 20000				4 22000	
	3	10 21000										
ALL POSITIONS	4	15 23000			7 23000							
	5-6	40 23250		3 27000	11 23500	3 23000	7 22500		4 18250		4 37500	
	7-8	32 23275	5 22000	3 25800	5 20100		5 26400				8 21275	
	9-10	24 25000		3 28200	10 26000						5 23000	
	11-15	30 34000		3 32000	8 32000		8 39500			3 35700	4 27500	
	15+	21 36000			7 35000		5 36000				3 25000	
ALL POSITIONS		4852 20000	304 18450	559 20000	992 20000	200 18128	775 19200	365 19000	297 20000	320 20000	865 23000	160 28560

TABLE 2. MEDIAN PLANNERS' SALARIES, BY QUALIFICATIONS AND EMPLOYER

QUALIFICATIONS	ALL POSITIONS	CITY	COUNTY	JOINT CITY-COUNTY	METRO & REGIONAL	STATE	OTHER PUBLIC	FEDERAL	CONSULTANT	BUSINESS	COLLEGE OR UNIVERSITY	NON-PROFIT
DEGREE ONLY												
NONE	121 22500	26 19614	29 21400	6 20985	8 21350		11 27000		25 30000	11 22000		3 25000
B. A. PLANNING	454 17000	153 18000	78 16824	22 15335	73 16140	16 15750	30 16900	5 27000	58 18850	9 15000	6 18850	3 14000
B. A. OTHER	955 20000	297 20000	147 19000	45 19800	128 18000	33 17832	67 19000	23 25397	155 23400	31 22000	10 21550	16 16500
M. A. PLANNING	2055 20000	533 19500	214 19505	65 17000	275 18500	110 19580	203 19280	108 23928	291 21840	87 25000	45 20800	106 19000
M. A. OTHER	983 21000	236 21000	114 20000	31 19058	140 19227	40 19950	119 20000	47 26500	152 25000	35 25000	25 21000	38 23800
LAW	38 25000	8 21750			5 28000		8 25500		5 32500			
PH.D.	204 24000	6 19648	7 25800		9 25500	11 21000	16 27816	6 24000	26 33000	5 40000	104 22775	13 25000
EXPERIENCE ONLY												
-1	86 13875	20 13500	14 11450	4 12110	18 12166	4 12250	3 16000		8 16500	3 22500	4 18500	6 16250
1	232 14000	60 14000	22 12926	14 13300	38 13300	6 14750	24 14000	9 17000	25 15000	8 16500	5 12000	19 14000
2	419 15000	107 14580	47 14821	18 14750	61 14300	17 15980	45 15800	11 17600	60 15600	18 20400	14 18500	18 17500
3	473 16400	120 16550	42 15875	17 15100	83 15692	23 15500	50 16800	23 18600	60 17500	12 20000	16 16350	24 16000
4	525 18000	148 17982	57 17000	16 16125	71 17400	32 17788	58 18000	21 23800	64 19050	20 20175	16 20314	21 18500
5-6	936 20000	248 20000	114 18830	33 18550	116 18564	48 19600	80 19697	41 23500	142 22230	44 25000	27 22000	34 19640
7-8	662 22222	161 21850	93 20700	22 19800	75 21747	37 22500	62 22698	23 25000	107 25000	29 25000	28 20050	21 22000
9-10	494 24525	139 24696	61 23650	13 21000	64 21548	14 22950	52 25000	25 30000	73 27500	12 27600	24 21750	14 26362
11-15	499 25000	140 25797	69 23940	17 22900	66 24450	15 26159	37 25000	17 32000	78 30000	17 27000	27 27000	12 32300
15+	484 30000	116 28656	72 25550	17 24000	45 27500	17 28200	43 30000	17 35000	95 35000	17 40000	31 32000	11 36000
DEGREE EXPERIENCE												
NONE	-1											
	1											
	2											
	3											
	4											
	5-6	12 16625	3 14500									
	7-8	10 20514							4 20400			
	9-10	15 20088	5 20000									
	11-15	29 24000	5 21000	11 21400					7 50000	3 35000		
	15+	51 25600	9 20000	13 28000	4 20189	4 22756	7 28000		9 27650			
B. A. PLANNING	-1	12 10860	3 12000			4 11345						
	1	38 12690	13 13500	6 11669	3 10611	8 11750						
	2	62 13150	23 13500	8 13562	4 12650	13 12096			8 13250			
	3	48 15000	10 15300	11 14400		9 16140	5 15500		8 14500			
	4	52 16375	16 16350	7 13588	3 15670	7 17000			10 18250			
	5-6	85 18000	32 19200	16 17650	4 17350	13 18600			10 17000			
	7-8	53 21300	18 22750	7 20736	5 17000	4 19330	3 22000	4 19888	8 24000			
	9-10	48 24170	22 25590	10 23300		6 19000			7 25000			
	11-15	35 25000	13 24000	5 28750		7 25000			3 24000			
	15+	21 28617	4 23809	6 29582					3 35000			
B. A. OTHER	-1	16 11014	6 12120			5 10176						
	1	33 12000	9 12300	5 13164		4 10750			3 11000			3 13000
	2	53 13600	18 13950	11 12000		7 12600			8 15550			
	3	73 15000	20 15784	4 16993	4 14580	19 14000	3 15000	3 14000	12 16000			
	4	76 16650	23 16800	12 15250		11 15200	3 17000	9 16500	10 15900			
	5-6	164 18144	54 18184	27 17500	5 17000	19 17500	8 19074	14 18100	23 21000	7 21000		
	7-8	131 20000	34 18125	29 19600	5 19000	13 21000	7 17056	8 18075	22 23500	6 23500		4 18950
	9-10	105 21924	30 23000	16 21843	7 19800	16 20176	4 19674	7 21400	18 23400	4 25100		
	11-15	148 24000	53 25200	20 23656	8 22000	20 22590		10 23800	23 28000	5 21000		
	15+	156 29865	50 29002	22 27771	11 24086	14 27029	3 30000	11 27000	4 35000	34 37400	4 33000	

(CONTINUED)

TABLE 2. CONTINUED

QUALIFICATIONS	ALL POSITIONS	CITY	COUNTY	JOINT CITY-COUNTY	METRO & REGIONAL	STATE	OTHER PUBLIC	FEDERAL	CONSULTANT	BUSINESS	COLLEGE OR UNIVERSITY	NON-PROFIT	
M. A. PLANNING	-1 1 2 3 4 5-6 7-8 9-10 11-15 15+	40 14113 136 14500 211 15500 255 17000 266 18500 405 20210 268 23000 168 25000 162 3429 144 30000	9 14400 36 14504 52 15500 68 17011 77 18000 91 20500 72 22500 51 24696 42 26140 35 30000	8 11450 11 13000 18 15250 19 16250 25 18000 52 20000 34 22250 9 23000 24 24100 14 27500	9 13800 9 15000 10 15130 8 16596 16 19350 6 20750 35 20500 24 23050 20 27410 13 30000	9 14000 20 14070 30 14931 39 16132 34 17750 51 19000 22 19600 26 19697 25 23000 23 25000 15 28350 8 32384 7 35000	11 15700 25 15920 33 17500 27 18351 21 17500 22 19600 19 22500 3 26000 8 27294 15 28350 8 32384 7 35000	5 17000 6 16800 17 18600 13 23000 25 23000 11 25100 16 30000 7 31000 30 33500	3 17000 20 15550 35 15500 29 18000 31 20000 59 23000 27 25000 23 25000 24 27500 6 28500 30 33500	3 22500 5 19100 8 21200 7 25000 10 24000 27 25000 12 26000 3 29000 6 28500 5 24000 14 30000	10 13955 13 15600 5 15000 15 16000 6 19750 4 18600 11 26000 5 18000 5 24000 5 40000		
M. A. OTHER	-1 1 2 3 4 5-6 7-8 9-10 11-15 15+	11 15600 19 15100 67 15892 86 16794 111 18300 225 20000 164 23000 126 25100 90 27250 84 30000	12 14800 21 16788 29 19000 65 20500 34 22728 28 26362 25 28000 18 29500	8 15400 8 16824 13 16000 16 18200 20 20150 23 24500 9 23688 15 24000	3 15400 3 16000 8 16816 8 21650 3 24000	6 15096 11 14000 16 15105 16 17800 23 23000 16 21423 15 23542 9 24700	3 17000 5 18000 17 17700 14 19950 4 24214 4 22000 4 29500	3 15500 10 18000 11 18000 17 17700 28 19260 19 22850 16 25000 4 21075 10 35500	4 19703 5 24000 10 25500 8 26300 7 29000 5 33000 4 47500	7 16000 9 17500 12 19050 41 22000 34 25000 17 30000 15 35000 13 45000	5 25000 3 17000 5 18750 6 25250 7 25000 3 28000 5 21500 5 24000 4 45000	5 16700 3 23000 5 21500 5 24000 3 32000	6 15800 5 20000 4 23800 3 21000 5 27600 6 34500 4 33000
LAW	-1 1 2 3 4 5-6 7-8 9-10 11-15 15+	4 15422 3 21000 5 19500 4 26000 8 25000 5 24000 7 35000	3 23500										
PH. D.	-1 1 2 3 4 5-6 7-8 9-10 11-15 15+	6 18750 5 16500 21 20000 10 21000 15 23000 40 23250 32 23275 24 25000 30 34000 21 36000				3 19000	6 24344		6 32250 3 34000 6 40000 4 25310		3 19500 9 20000 4 19650 8 22500 16 23000 21 20000 14 22500 18 26500 9 41000	3 25728	
ALL POSITIONS		4852 20000	1266 20000	597 19452	174 18100	641 18500	213 19600	461 20000	191 24079	717 23000	183 24500	195 22000	182 20000

**TABLE 3. MEDIAN SALARIES OF PUBLIC AGENCY PLANNERS,
BY QUALIFICATIONS AND SIZE OF JURISDICTION**

QUALIFICATIONS	ALL POSITIONS	1,000,000 AND OVER	500,000-	250,000-	100,000-	50,000-	25,000-	10,000-	UNDER 10,000
DEGREE ONLY									
NONE	81 21150	5 27180	6 20389	12 24900	12 21275	13 20000	18 22097	14 19564	24 15133
B. A. PLANNING	372 17000	36 20000	24 17857	33 17100	71 17000	74 16650	61 17960	49 15500	24 15133
B. A. OTHER	717 19200	91 21000	58 21500	77 20000	130 19385	128 19000	132 18175	87 19500	34 17839
M. A. PLANNING	1400 19000	328 19697	201 20000	173 19000	228 18051	179 20000	182 18500	102 19000	37 18806
M. A. OTHER	680 20000	145 22000	68 20000	87 21000	108 20000	117 20000	88 20000	48 19088	19 18600
LAW	26 24250	8 27500	3 28500	4 22875	4 24250	4 24250	3 21000	4 14322	
PH. D.	80 23650	24 22327	7 28070	5 28000	7 30000	3 18156	3 21000		
EXPERIENCE ONLY									
-1	63 13000	8 14500	6 13350	9 14000	15 10590	9 12000	6 10550	8 13650	9 12300
1	164 13610	26 15000	15 13800	18 13498	32 13332	24 13120	28 13700	14 14000	19 14000
2	295 14821	58 16000	33 14300	32 14400	42 14850	51 14600	39 14668	21 14268	19 14000
3	335 16200	72 17000	35 17500	40 16255	60 15185	37 16000	46 16700	31 16100	14 15950
4	382 17800	79 18000	33 18100	33 17500	73 18000	60 17100	53 16800	37 17753	14 16300
5-6	639 19300	114 20000	74 19250	83 19400	103 18600	98 19250	81 19000	60 19550	26 17950
7-8	451 21600	86 22414	52 22000	58 22250	88 21000	70 20850	69 21400	47 20588	13 21996
9-10	343 24000	67 25500	44 24735	41 22250	54 22950	51 24000	37 24696	27 21000	12 20200
11-15	344 25000	58 26478	45 26000	48 24440	57 23628	54 23905	57 24600	25 23000	3 23300
15+	310 28000	69 28932	30 30261	36 30000	63 27542	54 27500	39 25500	18 22500	4 21000
DEGREE EXPERIENCE									
NONE									
-1									
1									
2									
3									
4									
5-6	8 16875								
7-8	4 20514								
9-10	10 17942		3 19000						
11-15	19 21500			3 24200	4 22223	6 21060	4 18150		
15+	38 25300	4 28056	3 26250	6 32353	7 21150	3 20184	8 25800	7 19000	
B. A. PLANNING									
-1	11 11000				3 10600				
1	33 12672		4 14550		5 10550	5 12000	6 12972	7 13500	
2	51 12968		3 13300		11 12968	11 11800	11 14040	4 13884	5 13500
3	39 15000	6 15350			10 15100	6 15550	6 14400	5 14400	3 15500
4	38 16100		3 21500	3 16250	7 17000	10 16100	5 14500	6 15622	
5-6	71 18000	9 19500		5 17000	16 18100	11 17500	10 19416	12 17900	6 18250
7-8	41 21000	4 21650	4 18544	6 20700	5 21000	8 22008	7 21300	6 19493	
9-10	41 24100	5 25100		3 22500	9 23000	9 26800	5 27564	5 22000	3 23000
11-15	31 25000	4 28033	3 26000	4 26250		7 23000	8 24500	3 19000	
15+	16 28439	3 32000			3 29872	5 19000			
B. A. OTHER									
-1	13 10300				3 10000			4 12120	
1	22 12000		3 12000		4 11982	4 9300	4 12650		
2	42 13500	6 15800		5 10800	5 14100	7 13600	9 13200	5 11718	3 14000
3	53 15000	6 14610	5 13800	7 14100	10 14400	10 15999	9 16500	3 15000	3 16000
4	60 16500	8 16750		5 16000	12 17175	9 17000	14 18100	6 15486	5 16000
5-6	127 18000	17 18000	9 17500	11 19400	21 18812	23 17500	28 17723	13 19500	7 18000
7-8	98 19000	14 20000	8 19400	9 19500	13 18500	15 19600	20 17700	11 19500	6 18125
9-10	80 21450	6 20250	5 23000	12 21700	12 21424	17 21000	13 21000	8 22593	4 19900
11-15	113 23725	12 24000	9 23940	11 22838	20 22500	19 24600	21 23500	11 24000	
15+	111 28000	19 28600	13 31000	14 29778	21 27542	22 25408	14 28656	6 24000	3 22000
M. A. PLANNING									
-1	31 14000	5 15000	5 13500	5 14000	9 13950	5 14225			
1	94 14072	18 15000	6 13250	9 14000	21 14000	15 14000	16 14280	5 14000	4 12625
2	145 15300	38 16000	22 14678	19 14928	16 15100	21 15000	13 15450	8 15720	9 14500
3	181 16800	47 17004	23 18330	18 16493	35 15750	11 17500	21 17500	19 16100	7 15900
4	192 18000	51 18000	21 18000	19 18610	34 18000	24 18000	22 17708	17 18652	4 18840
5-6	258 20000	50 19697	48 20000	40 19899	41 19509	34 20750	21 19219	20 21250	7 16806
7-8	194 22400	42 22500	29 22500	29 23982	24 22500	24 21115	24 23500	19 20589	3 24000
9-10	112 24843	25 26000	18 24798	10 23500	15 25050	20 25500	11 25000	10 20490	3 21120
11-15	113 26000	31 26350	23 26159	16 26750	14 23814	11 30000	14 25400	4 21375	
15+	80 29500	21 28500	9 30768	8 31550	19 29000	14 29910	9 22500		
M. A. OTHER									
-1	6 12545								
1	14 14550	3 15500		3 16192					
2	47 15156	11 16000	5 15000	3 18432	8 15328	10 15150	6 15446	4 16594	
3	60 16590	11 17500	5 16044	14 17500	5 16280	10 15500	10 16100		
4	83 18000	14 18633	8 18500	5 18300	19 18016	16 18780	17 16800	7 20000	3 15000
5-6	159 19400	29 20496	15 18300	23 19400	24 18228	27 20042	22 20000	13 18000	6 18800
7-8	106 22256	24 23000	8 20500	8 22525	15 21000	23 20720	16 22925	9 24300	3 25750
9-10	89 25000	26 25925	11 25000	16 24800	17 24500	11 22500	7 22440		
11-15	60 24750	8 30100	10 29750	10 23615	6 28919	10 22350	9 26604	5 28700	
15+	56 28000	17 30000	3 27456	6 24500	12 25050	10 28500	4 26464	3 24000	
LAW									
-1									
1									
2									
3									
4	3 21000								
5-6									
7-8	4 26000								
9-10	6 24750								
11-15	5 24900								
15+	3 33000								
PH. D.									
-1									
1									
2	8 18786								
3									
4									
5-6	4 21440	3 19880							
7-8	14 20900	7 23800							
9-10	6 26900								
11-15	5 28631	3 28631							
15+	3 35500								
15+	6 34000	3 40000							
ALL POSITIONS	3352 19364	642 20339	368 20000	393 20000	559 19000	525 19000	489 18800	288 18525	118 17062

TABLE 4. MEDIAN PLANNERS' SALARIES, BY QUALIFICATIONS, SEX, AND MINORITY GROUPS

MINORITIES									
QUALIFICATIONS	ALL RESPOND	MEN	WOMEN	MAJORITY	BLACK	MEXICAN-AMERICAN	PUERTO RICAN	ASIAN-AMERICAN	AMERICAN INDIAN
DEGREE ONLY									
NONE	121 22500	113 23000	8 20139	119 22500					
B. A. PLANNING	454 17000	392 18000	62 13900	432 17000	6 15823	6 23800		8 20825	
B. A. OTHER	955 20000	842 21000	113 18000	912 20000	15 17354	10 18000		13 24500	5 19679
M. A. PLANNING	2055 20000	1661 20000	394 18000	1924 20000	62 19290	17 24000	3 16733	46 19000	4 20882
M. A. OTHER	983 21000	833 21546	150 19200	932 21000	26 20201			14 24000	8 23350
LAW	38 25000	36 25000		37 25000					
PH. D.	204 24000	183 24888	21 24000	192 24000	5 24000			5 28000	
EXPERIENCE ONLY									
-1	86 13875	81 14000	25 13000	84 13875					
1	232 14000	160 14000	72 14000	223 14000		3 13500		3 13800	
2	419 15000	305 15156	114 15000	395 15000	13 16800	3 16000		7 16600	
3	473 16400	359 16500	114 16136	446 16449	15 16000			6 16900	3 18000
4	526 18000	420 18000	105 18100	494 18000	19 17976	3 20500		7 19604	
5-6	936 20000	759 20000	147 20000	873 20000	31 19500	8 22000		20 19000	4 21090
7-8	662 22222	581 22500	81 21000	627 22000	14 23794	6 24306		14 21900	
9-10	494 24525	443 24800	51 22200	461 24500	9 27000	7 22000		10 25700	5 26500
11-15	499 26000	473 26000	26 24250	476 25868	9 26200			11 26900	
15+	484 30000	469 30000	15 24000	469 30000	3 30000			8 28742	
DEGREE EXPERIENCE									
NONE	-1								
	2								
	3								
	4								
	5-6	12 16625	10 15875		11 17000				
	7-8	10 20514	8 20514		10 20514				
	9-10	15 20088	14 20044		15 20088				
	11-15	29 24000	28 24100		28 23523				
	15+	51 26500	50 25706		51 26500				
B. A. PLANNING	-1	12 10860	7 10720	5 12000	12 10860				
	1	38 12690	22 12642	16 12984	37 12672				
	2	62 13150	49 13500	13 12600	59 13000				
	3	48 15000	39 15000	9 15200	48 15000				
	4	52 16375	43 16200	9 17000	50 16350				
	5-6	85 18000	81 18200	4 16389	79 18000	4 17698			
	7-8	53 21300	48 21350	5 18000	53 21300				
	9-10	48 24170	47 24240		42 24450	3 26000		3 22548	
	11-15	35 25000	35 25000		34 25000				
	15+	21 28617	21 28617		20 28809				
B. A. OTHER	-1	16 11014	10 10670	6 11494	15 10987				
	1	33 12000	23 12000	10 12150	30 12000				
	2	83 13600	38 13500	17 14000	63 13600				
	3	73 15000	89 15000	14 15300	72 15000				
	4	76 16650	69 16500	7 17900	73 16500				
	5-6	164 18144	136 18190	28 18000	154 18144	7 18583			
	7-8	131 20000	121 20000	10 17789	124 19800	3 20772			
	9-10	105 21924	94 21962	11 20000	97 22000				
	11-15	148 24000	141 24000	7 23500	146 24000				
	15+	156 29865	153 29780	3 30000	148 29975			4 29742	
M. A. PLANNING	-1	40 14113	28 14150	12 13863	40 14113				
	1	136 14500	98 14492	40 14504	131 14484				
	2	211 15500	147 15500	64 15500	195 15500	9 15500	3 16000	4 15300	
	3	255 17000	185 17000	70 17081	240 17000	9 15000		5 16300	
	4	268 18500	202 18466	64 19000	248 18500	11 17976		6 17802	
	5-6	405 20210	329 20200	76 20500	371 20500	15 20000	6 22000	12 19000	
	7-8	268 23000	227 23087	41 22000	250 23000	8 26000	3 25000	7 19500	
	9-10	168 25000	150 25276	18 22750	159 25000	4 29854			
	11-15	162 26429	157 26500	5 20300	147 26500	5 26200		7 26000	
	15+	144 30000	140 30645	4 21670	143 30000				
M. A. OTHER	-1	11 15600	9 14000		10 14800				
	1	19 15100	14 15846	5 14000	19 15100				
	2	67 15892	53 16000	14 14750	63 15600				
	3	86 16794	65 17000	21 16000	79 16750	5 17400			
	4	111 18300	89 18900	22 17850	104 18300	4 20450			
	5-6	225 20000	194 20021	31 20000	216 20021	4 17950		3 16800	
	7-8	164 23000	145 23000	19 20700	157 23000	4 17500		3 23000	
	9-10	126 25100	106 25100	29 25250	116 25000	3 27000		3 33000	3 26500
	11-15	90 27250	78 27750	12 25000	88 27250				
	15+	84 30000	80 30000	4 27000	80 30000				
LAW	-1								
	1								
	2	4 15422	4 15422		4 15422				
	3								
	4	3 21000	3 21000		3 21000				
	5-6	5 19500	4 20250		5 19500				
	7-8	4 26000	4 26000		3 24000				
	9-10	8 25000	8 25000		8 25000				
	11-15	5 24000	5 24000		5 24000				
	15+	7 35000	6 37500		7 35000				
PH. D.	-1	6 18750	6 18750		6 18750				
	1	5 16500	4 15750		5 16500				
	2	21 20000	15 20000	6 16500	20 19750				
	3	10 21000	10 21000		8 21500				
	4	15 23000	13 23000		14 22500				
	5-6	40 23250	35 23000	5 25000	37 23000				
	7-8	32 23275	28 23275	4 20800	30 23275				
	9-10	24 25000	24 25000		24 25000				
	11-15	30 34000	29 34000		28 34000				
	15+	21 38000	19 38000		20 38500				
ALL POSITIONS	4852 20000	4091 20775	781 17800	4587 20000	117 19080	37 20772	5 18733	88 20842	21 19879

**TABLE 5. EDUCATION AND YEARS OF PLANNING EXPERIENCE,
BY SEX AND MAJORITY/MINORITY GROUP MEMBERSHIP, IN PERCENT**

Qualifications	All Respondents	Men	Women	Majority	Minority
Degree:					
None	2.5	2.8	1.0	2.6	
B.A. Planning	9.4	9.6	8.3	9.5	7.9
B.A. Other	19.9	20.7	15.1	20.1	16.2
M.A. Planning	42.7	40.9	52.7	42.3	50.0
M.A. Other	20.4	20.6	20.1	20.5	18.0
Law	.8	.9	-	.8	-
Ph.D.	4.2	4.5	2.8	4.2	3.8
Experience:					
Less than 1 yr.	1.7	1.5	3.3	1.8	-
1 year	4.8	3.9	9.6	4.9	2.5
2 yrs.	8.7	7.5	15.2	8.7	9.5
3 yrs.	9.8	8.8	15.2	9.8	10.0
4 yrs.	10.9	10.3	14.0	10.9	12.0
5 - 6 yrs.	19.4	19.4	19.6	19.2	26.0
7 - 8 yrs.	13.8	14.3	10.8	13.8	14.1
9 -10 yrs.	10.2	10.9	6.8	10.1	12.9
11-15 yrs.	10.4	11.2	3.5	10.5	8.3
over 15 yrs.	10.1	11.5	2.0	10.3	4.5

TABLE 6. SUMMARY OF DIRECTORS' SALARIES, BY JURISDICTION AND POPULATION

JURISDICTION AND POPULATION	NUMBER OF POSITIONS REPORTING	LOWEST	FIRST QUARTILE	SECOND QUARTILE (MEDIAN)	THIRD QUARTILE	HIGHEST
CITIES	348	10275	18400	22411	26700	59000
1,000,000+						
500,000-999,999						
250,000-499,999	6	14400	22450	34000	35500	59000
100,000-249,999	23	16000	23139	30000	34752	39000
50,000-99,999	69	13269	22166	26000	30000	47000
25,000-49,999	113	12000	19317	23000	26000	34000
10,000-24,999	93	11718	16600	20000	22774	32000
UNDER 10,000	36	10275	13500	16000	20000	32000
COUNTIES	197	10000	16750	20000	24000	44500
1,000,000+						
500,000-999,999	9	21000	24000	29292	32965	44500
250,000-499,999	15	18000	23500	27000	30903	35558
100,000-249,999	44	12850	19600	22350	26000	35000
50,000-99,999	54	12100	16842	19722	22734	29448
25,000-49,999	37	11280	15500	19000	21875	34650
10,000-24,999	28	10000	15300	17250	19600	30000
UNDER 10,000	9	12305	13575	15400	17400	23900
CITY-COUNTY	34	13500	16750	21413	23252	45000
1,000,000+						
500,000-999,999						
250,000-499,999						
100,000-249,999	8	13500	21000	22150	23423	31700
50,000-99,999	8	16500	20184	21950	23000	25000
25,000-49,999	8	13500	14500	21187	23000	45000
10,000-24,999						
UNDER 10,000						
METRO & REGIONAL	105	12440	18825	23000	29527	50000
1,000,000+						
500,000-999,999	8	25000	31000	36977	48000	50000
250,000-499,999	9	19000	21750	27500	29527	48500
100,000-249,999	13	23000	25250	29700	30000	43000
50,000-99,999	37	12900	18725	22000	25250	38000
25,000-49,999	22	12440	17100	19500	24100	39500
10,000-24,999	11	15000	17152	22500	28810	36000
UNDER 10,000						
STATES	12	16700	20000	28850	30522	45000
2,500,000+						
1,000,000-2,499,999						
500,000-999,999						
UNDER 500,000	5	19080	21540	30000	33000	45000
OTHER PUBLIC AGENCIES	76	12000	18600	23500	28000	40000
FEDERAL GOVERNMENT						
CONSULTANTS	189	8500	20000	28000	40000	100000
OTHER INDUSTRY/BUSINESS						
COLLEGE OR UNIVERSITY						
NONPROFIT GROUPS	51	10000	17514	24000	29500	47500
ALL POSITIONS	1012	8500	18480	22825	28500	100000

TABLE 7. LENGTH OF SERVICE OF PLANNERS, BY JURISDICTION AND POPULATION

JURISDICTION AND POPULATION	MEDIAN ALL POSITN	LENGTH OF SERVICE BY NUMBER OF PLANNERS									
		UNDER 1 YR.	1 YR.	2 YRS.	3 YRS.	4 YRS.	5-6 YRS.	7-8 YRS.	9-10 YRS.	11-15 YRS.	15+ YRS.
CITIES	3.2	178	160	190	142	127	195	92	71	54	52
1,000,000+	5.7	7	5	8	5	3	5	3	11	7	8
500,000-999,999	4.9	11	6	5	7	6	9	11	8	5	7
250,000-499,999	3.5	12	7	11	12	7	18	6	5	3	3
100,000-249,999	3.6	19	19	21	19	20	24	6	9	10	14
50,000-99,999	3.3	33	33	40	31	30	48	31	19	13	14
25,000-49,999	3.0	48	42	50	31	34	51	24	13	12	4
10,000-24,999	2.6	37	28	34	30	20	31	10	6	4	2
UNDER 10,000	1.8	10	20	21	7	7	9	1			
COUNTIES	3.5	68	67	101	65	50	95	46	46	34	25
1,000,000+	4.5	6	7	10	3	4	8	5	7	5	6
500,000-999,999	4.9	8	2	16	10	5	20	10	9	8	3
250,000-499,999	4.9	6	10	14	8	5	22	8	6	8	7
100,000-249,999	3.9	14	18	18	11	13	22	9	14	6	7
50,000-99,999	3.0	12	22	12	8	12	14	5	9	4	2
25,000-49,999	2.6	11	2	17	14	6	4	7			
10,000-24,999	2.1	8	6	10	8	4	3	1	1		
UNDER 10,000	2.5	3		4	3	1	2				
CITY-COUNTY	3.0	23	24	27	23	13	29	14	7	5	8
1,000,000+		1									
500,000-999,999	3.5	5	4	4	4	2	6	3	3	2	1
250,000-499,999	3.6	3	3	6	2	3	5	4	2	2	2
100,000-249,999	2.9	2	1	4	7	2	7	2	2	1	2
50,000-99,999	2.4	8	5	7	5	3	5	4			2
25,000-49,999	2.5	1	4	4	4	2	1	1			1
10,000-24,999	1.5		4	1			3				
UNDER 10,000	2.5	1	2	1	1	1	2				
METRO & REGIONAL	3.0	89	79	109	82	64	94	56	34	24	7
1,000,000+	3.3	20	21	22	18	16	22	16	13	7	2
500,000-999,999	3.1	11	9	16	13	7	17	7	5	3	
250,000-499,999	3.1	18	12	22	18	12	18	10	6	8	1
100,000-249,999	2.7	33	26	27	24	19	22	18	8	3	3
50,000-99,999	2.8	5	9	13	6	6	11	5	2	1	1
25,000-49,999	2.4		2	7	2	2	2				
10,000-24,999	0.5	1		2	1	2	1				
UNDER 10,000	0.5	1									
STATES	2.9	29	25	39	31	17	35	12	6	8	9
2,500,000+	2.8	20	16	25	21	13	18	5	4	7	5
1,000,000-2,499,999	2.6	5	3	6	3	1	6	2	1		3
500,000-999,999	3.0	3	3	3	2	1	6	1	1	1	
UNDER 500,000	3.2	1	3	3	6	2	5	3			1
OTHER PUBLIC AGENCIES	2.3	92	67	84	56	31	50	29	19	15	18
FEDERAL GOVERNMENT	3.2	22	24	31	27	10	18	14	11	17	17
CONSULTANTS	2.5	113	100	143	78	49	100	45	28	30	24
OTHER INDUSTRY/BUSINESS	2.2	36	28	36	22	11	24	9	3	7	2
COLLEGE OR UNIVERSITY	4.6	14	20	22	18	18	32	25	18	12	10
NONPROFIT GROUPS	1.9	39	37	37	19	12	21	10	3	2	2
ALL POSITIONS	2.9	706	635	827	568	404	698	354	248	210	172

TABLE 8. LENGTH OF SERVICE AT POSITION LEVEL, BY NUMBER OF LEVELS IN AGENCY

Number of Levels in Agency	Position Level	Median All Positions	Number of Respondents	Median First Level	Number of Respondents	Length of Service by Number of Planners									
						Under 1 Yr.	1 YR.	2 YRS.	3 YRS.	4 YRS.	5-6 YRS.	7-8 YRS.	9-10 YRS.	11-15 YRS.	15+ YRS.
One		2.2	190	2.2	190	28	33	46	28	10	23	10	4	3	5
Two		2.3	317	2.9	212	58	63	67	46	31	39	21	9	11	3
Three		2.4	641	3.8	240	123	100	109	73	53	85	40	23	20	15
Four		3.0	739	4.9	186	97	106	124	93	68	108	54	35	29	25
Five		3.1	686	4.9	96	91	80	130	71	70	104	48	36	26	20
Six	All Size Agencies	3.3	459	5.9	41	61	48	83	45	34	90	31	27	21	19
Seven		3.7	290	8.1	19	37	31	32	20	25	50	26	23	15	11
Eight		3.5	203	8.5	13	27	19	32	44	16	25	15	18	16	11
Nine		4.5	83	5.5	6	9	9	8	8	7	15	3	8	6	10
Ten		3.1	78			15	7	12	8	4	15	7		4	6
				Fewer than 3 respondents											
		3.6				111	108	157	118	96	169	86	52	62	50
		2.9				149	144	156	120	95	147	77	48	39	26
		2.5				138	126	163	94	68	133	58	42	20	19
		2.7				69	58	108	66	41	66	25	25	21	17
		2.2				49	37	44	25	15	27	14	9	7	10
		2.3				26	19	18	18	9	8	7	8	5	3
		2.4				8	6	9	3	3	7	1	4	1	2
		2.2				4	4	3	1	1	4	3	1		
		2.5				1	1	2	1		1	1		1	
		2.2					2	3	1			1			1
All Positions		2.9				706	535	827	568	404	698	354	248	210	172

TABLE 9. PLANNERS' MEDIAN INCOME, BY YEARS OF EXPERIENCE: 1977 AND 1979

Years of Experience	1977	1979	Percentage Increase
-1	\$12,000.00	\$13,875.00	15%
1	12,720.00	14,000.00	10
2	14,000.00	15,000.00	7
3	15,200.00	16,400.00	8
4	16,600.00	18,800.00	8
5-6	18,200.00	20,000.00	10
7-8	20,000.00	22,222.00	11
9-10	22,500.00	24,525.00	9
11-15	24,600.00	26,600.00	6
15+	27,000.00	30,000.00	11

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